



**COLLECTIVE BARGAINING AGREEMENT**

BETWEEN

JAFFREY-RINDGE SCHOOL BOARD

AND

JAFFREY-RINDGE EDUCATION ASSOCIATION

**JULY 1, 2007 – JUNE 30, 2010**

## **PARTICIPANTS TO NEGOTIATION**

### **FOR THE BOARD:**

Amanda Jillson  
Stephen Meyers  
Daniel Whitney

### **FOR THE TEACHERS:**

Dolores Moran  
Andrew Chapman  
Carolyn Jalbert  
Terese Murphy  
Debra Weissman

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## **PREAMBLE**

This agreement is effective July 1, 2007 by and between the Jaffrey-Rindge School Board, Jaffrey, New Hampshire, (hereinafter the "Board") and the Jaffrey-Rindge Education Association (hereinafter the "Association"). Pursuant to RSA 273-A, the Board has the obligation and authority to bargain in good faith with the Association as the representatives of the employees of the district included in the unit as set forth in Article 1, The Recognition Clause.

## **ARTICLE 1 RECOGNITION**

- 1-1 The Board recognizes the Association as the exclusive representative of all permanent teachers employed by the Jaffrey-Rindge School District for the purpose of negotiating with the Board with respect to the negotiable subjects specified in Article 3 of this agreement. During the term of this agreement, the Board agrees not to negotiate with any teacher or any teacher organization other than the designated unit in regard to any matter subject to negotiation. This shall not prevent the Board from communicating or consulting with any individual teacher or group of teachers for any purpose the Board deems desirable in the discharge of its responsibilities.
- 1-2 The Association agrees to represent equally all such teachers in these negotiations and in the administration of any agreement reached, without discrimination and without regard to membership in the Association.
- 1-3 The term "teacher" as used in this agreement shall mean a professional employee of the Jaffrey-Rindge Cooperative School District under individual contract for the school year, whose position requires certification by the State Board of Education as a professional engaged in teaching or employed as a guidance counselor, specialist, or nurse. Superintendents, assistant superintendents, principals, assistant principals who are certified administrators and work more than 50% of the day in administration, directors of instruction, instructional coordinators, substitute teachers, teacher aides, secretaries, clerks, custodians, business administrators, or other persons employed by the State Board of Education and all other employees of the Jaffrey-Rindge Cooperative School District are excluded from this definition of "teacher" and from the bargaining unit by mutual agreement.

## **ARTICLE 2 JURISDICTION AND AUTHORITY OF THE SCHOOL BOARD**

- 2-1 The Board, subject only to the language of this agreement, reserves to itself full jurisdiction and authority over matters of policy and retains the right, in accordance with applicable laws and regulations, to direct and manage all activities of the School District.
- 2-2 The Parties understand that neither the Board nor the Superintendent may lawfully delegate powers, discretions and authorities, which by law are vested in them, and this agreement shall not be construed so as to limit or impair these respective statutory powers, discretions and authorities.

## **ARTICLE 3 NEGOTIATION PROCEDURE**

- 3-1 Negotiations shall be conducted in accordance with RSA 273-A, as set forth by the State of New Hampshire Public Employee Labor Relations Law.
- 3-2 If the parties fail to reach agreement after a reasonable number of meetings, either party may declare an impasse and then follow provisions of RSA 273-A concerning mediation.

- 3-3 Any agreement reached which requires the expenditures of public funds for its implementation shall not be binding upon the Board unless and until the necessary appropriations have been made by the voters of the District. The voters of the District shall be provided with information regarding the financial terms relating to the entire term of a multiyear agreement as per "Sanborn" Guidelines. The Board shall make a good faith effort to secure the funds necessary to implement said agreements. If such funds are not forthcoming, the Board and the Association shall resume negotiations.

## ARTICLE 4 GRIEVANCE PROCEDURE

### 4-1 DEFINITION

- 4-1.1 A "grievance" shall mean a complaint by any member of the bargaining unit covered by this agreement in that (1) there has been a violation, inequitable application, or misinterpretation of a specific provision of this agreement, or (2) there has been an unfair discriminatory act contrary to established policy or practice, or (3) there has been suspension, non-renewal or dismissal of a teacher on a continuing contract, except a grievance shall not be:
- a) A complaint of a teacher on a non-continuing contract which arises by reason of his/her not being re-employed, or
  - b) A complaint by any certified personnel occasioned by appointment to or lack of appointment to, retention in or lack of retention in, any position for which a continuing contract either is not possible or is not required.

### 4-2 PROCEDURE

- 4-2.1 Failure at any step of this procedure to communicate the decision on a grievance within the specified time limits shall permit the grievant to proceed to the next step. Failure at any step of this procedure to appeal a grievance to the next step within the specified time limits shall be deemed to be waiver of further appeal of the decision.

- 4-3 It is understood that any employee grievant shall, during and notwithstanding the pendency of any grievance, continue to observe all assignments and applicable rules and regulations of the Board until such grievance and any effect thereof shall have been duly determined.

- 4-4 Any employee grievant who has a grievance shall discuss it first with his/her principal (or immediate superior or department head, if applicable) in an attempt to resolve the matter informally at that level, who shall give his/her decision within five (5) school days. A school day is defined as a day in which school is in session.

- 4-5 The employee grievant, no later than ten (10) school days after receipt of the decision of the immediate superior, may appeal the decision to the principal, or the superintendent if the immediate superior is the principal. The appeal to the superintendent or the principal must be made in writing specifying: (a) the nature of the grievance; (b) the results of previous discussions; (c) his/her dissatisfaction with the decision previously rendered.

The superintendent or principal shall attempt to resolve the matter as quickly as possible, but within a period not to exceed ten (10) school days from the receipt of the appeal. The superintendent or the principal shall communicate his/her decision in writing to the employee grievant, to the Association and to the principal or other immediate superior within such ten (10) day period.

If the grievance occurs with less than ten (10) school days left in the year, then both parties in writing must agree upon the appeals process, as to how the process will be continued over the summer months. A good faith effort should be made to reduce the time when possible so that the grievance may be processed as soon as practicable.

- 4-6 If the principal is involved in 4-5, the next step is the superintendent and the same time limits prevail.

4-7 If the grievance is not resolved to the grievant satisfaction, he/she may request a review by the Board no later than five (5) school days after receipt of the superintendent's decision. The request shall be submitted in writing through the Superintendent of Schools who shall attach all related papers and forward the request to the Board. The Board, or a committee thereof, shall review the grievance and may at the option of the Board, if a grievance is recognized, hold a hearing with the employee grievant and render a decision in writing and forward copies thereof to the grievant and to the Association, within twenty (20) calendar days of the date of hearing.

The referred hearing, if granted, shall be held within a reasonably expeditious time after receipt of the appeal notice; however, in no event shall such hearing, if held, take place later than thirty (30) calendar days after receipt of appeal.

4-8 If the decision of the Board does not resolve the grievance to the satisfaction of the employee grievant and he/she wishes a review by a third party, and if the Association determines that the matter should be reviewed further, it shall so advise the Board through the superintendent within twenty (20) school days of receipt of the Board's decision.

4-9 The following procedure shall be used to secure the services of an arbitrator.

- a) Either party may request the American Arbitration Association to submit a roster of persons qualified to function as an arbitrator in the dispute in question.
- b) If the parties are unable to determine a mutually satisfactory arbitrator from the submitted list, they may request the American Arbitration Association to submit a second roster of names.
- c) If the parties are unable to determine within ten (10) school days of the second request for arbitration, a mutually satisfactory arbitrator from the second submitted list, the American Arbitration Association may be requested by either party to designate an arbitrator.

In matters of suspension, non-renewal or dismissal, the arbitrator shall apply the standard of progressive discipline. The arbitrator shall be limited to the issues submitted to him and shall consider nothing else. He/she can add nothing to nor subtract anything from the Agreement between the parties, or any policy of the Board. The recommendations of the arbitrator shall be binding.

#### 4-10 RIGHTS OF TEACHER TO REPRESENTATION

4-10.1 Any aggrieved person may be represented at all stages of the grievance procedure by himself/herself, by a person of his/her choosing, or, by mutual agreement by the Association, or by a representative selected or approved by the Association.

4-11 When a teacher is not represented by the Association in the processing of a grievance, the Association shall at the time of submission of the grievance in writing to the superintendent or at any later level, be notified by the superintendent that the grievance is in existence. The Association may be present and present its views in writing.

4-12 The costs for the services of the arbitrator including per diem expenses, if any, and actual and necessary travel, subsistence expenses and the cost of the hearing room shall be borne equally by the Board and the Association. Any other expenses incurred shall be paid by the party incurring same.

4-13 All documents, communications and records dealing with the processing of a grievance may be filed; provided, however, that such documents, communications, or records shall not be forwarded to any prospective employer nor the grievance(s) be alluded to in any communication between the administration and said prospective employer. A copy of the record of such grievance(s) shall, upon request, be given to the employee.

**ARTICLE 5**  
**PEACEFUL RESOLUTION OF DIFFERENCES**

- 5-1 The Association and the Board agree that any differences between the parties on matters relative to the Agreement, including grievances, arbitration and negotiations, shall be settled by the means herein provided. The Association, in consideration, shall not, during the term of this Agreement, engage in or condone any strike, work stoppage or other concerted refusal to perform any assignment on the part of the employee(s) represented hereunder, nor shall the Board sponsor any lockout.

**ARTICLE 6**  
**LEAVES OF ABSENCE**

6-1 **SICK LEAVE**

Each teacher whose current term of employment by the District as a teacher began prior to July 1, 2007 shall be credited twelve (12) sick/personal days per year, which are cumulative from year to year. Each teacher whose current term of employment by the District as a teacher began on or after July 1, 2007 shall be credited with twelve (12) sick/personal days per year, which are cumulative from year to year to a maximum of 120 days. In addition, sick leave may be used for illness in the employee's immediate family and is to be reported as such. Employees reaching a zero (0) balance of accumulated sick/personal days will continue to receive their normal per diem rate of pay less \$65 per day for a period not to exceed ninety (90) calendar days until they: a) become eligible to apply to the sick day bank, or b) become eligible for long-term disability insurance, or c) become eligible for unpaid leave under FMLA.

- 6-1.1 It is agreed that a pooled sick day bank will be established to provide additional sick days to those teachers determined to be eligible based on criteria established by JREA as set forth in Appendix C.

Each teacher has the option of contributing to the sick day bank, but only those who contribute may use the bank. Contributions will be made at the beginning of each school year prior to September 30<sup>th</sup>, and for teacher hired after the start of the school year, 30 days after employment begins. A minimum initial contribution of one (1) day is required to be eligible to use the bank, however more days can be contributed. The days in the bank will accumulate from year to year. If the number of days in the sick days bank falls below sixty (60), further contributions will be solicited. Continued coverage is dependent upon continued contributions.

The District will maintain accurate records of contributions and withdrawals to/from the bank.

A committee established by JREA will review requests for withdrawals from the sick bank. All requests will be considered on a case-by-case basis.

- 6-1.2 Teachers shall be allowed leave for personal reasons, which are by nature a necessity or emergency:
- a) Subject to the approval of the building principal one week in advance, except in emergency cases, and;
  - b) For all reasons considered necessary by the building principal,
  - c) All requests for personal leave must be submitted to the building principal in writing when practicable.
- 6-1.3 Teachers shall be allowed two days personal leave for reasons that they find necessary without disclosing those reasons to their supervisor, provided that these "undisclosed days" do not immediately precede or follow a school vacation.

6-1.4 There shall be available to each teacher Attendance Credits that may be redeemed (as per Article 8-3) upon retirement by employees having reached 50 years of age. Each teacher shall accumulate twelve (12) Attendance Credits per year, which are cumulative from year to year. The number of Attendance Credits actually accumulated in any year shall be equal to twelve minus the number of days absent due to reasons other than those classified as school business or staff development.

Individuals will be notified by the District Office when they have used twelve (12) days in any given year and/or reached a zero (0) balance. (See Article 8-3)

6-1.5 Bereavement Leave

The employee shall be granted a maximum of five paid leave days per death of an immediate family member. Immediate family shall be interpreted as spouse of the employee and employee's or spouse's mother, father, brother, sister, children, grandchildren and grandparents or any person with whom the employee currently makes his/her home. The employee may take one (1) paid day per death to attend the funeral of any close friend or other relative. Unused bereavement/funeral leave shall not be cumulative.

6-2 PEACE CORPS, VISTA OR NATIONAL TEACHERS CORPS, SABBATICALS

6-2.1 At the recommendation of the Professional Educator's Review Council, and with the approval of the Board, up to two years leave of absence may be granted to any continuing contract teacher who joins the Peace Corps, Vista or the National Teacher Corps. Upon return from such leave, a teacher who, while on leave, served in a teaching capacity shall be placed on the salary schedule at the level, which he/she would have achieved had he/she remained actively employed in the system during the period of his/her absence. To ensure a position for the next school year, a teacher shall notify the Board in writing on or before March 1<sup>st</sup> of his/her intent to return.

6-2.2 At the recommendation of the Professional Educators Review Council and with the approval of the Board a year or a one-half year sabbatical may be granted any continuing contract teacher that has been a full-time employee of the Jaffrey-Rindge Cooperative School District for seven (7) or more years, for a program of study beneficial to the District. A teacher on sabbatical leave shall be compensated one-half the salary and full insurance benefits that would have been received during the term of the sabbatical leave. Anything other than full-time college study must be directly related to the teacher's service to the District. No more than one (1) such leave or two one-half year leaves may be granted by the Board in any one-year. Any teacher granted such leave of absence should agree to return to the District for at least two years upon completion of the leave of absence. The teacher is obligated to pay back the entire sum should he/she not return to the District for two (2) years. All proposals must be submitted to the Professional Educators Review Council for consideration no later than November 1<sup>st</sup>, of the year preceding the proposed leave. The proposal must include the benefit of the leave to the District. Upon completion of the leave of absence, the teacher will appear before the Board and submit a written report.

If a teacher terminates his/her employment prior to the completion of this required two-year period, he/she must repay the Jaffrey-Rindge Cooperative School District on a prorated basis within a five-year period the full amount of salary and expenses granted by the District for the sabbatical. The teacher shall sign a statement in the form of a promissory note indicating the amounts, method, and schedule of repayments required. Repayment is not required in the event of death or permanent disability. Upon return from the sabbatical a teacher shall be placed on the salary schedule at the level, which he/she would have achieved had he/she remained actively employed in the system during the period of his/her absence.

- 6-3 **MILITARY LEAVE**
- 6-3.1 Military leave without pay or any other benefits shall be granted to any teacher as mandated by state or federal law.
- 6-3.2 A teacher required by official orders to attend National Guard, or other military reserve duty, during the school year shall receive pay for such period equal to his/her regular pay, less the amount he/she received from the military for said required temporary service.
- 6-4 **PARENTAL LEAVE**
- 6-4.1 A parental leave of absence, without pay or any other benefits shall be granted. Disability due to maternity will be treated as any other illness. Employees will be entitled to use sick leave for the period of disability as defined by their doctor. Before returning to work, the employee may be required to present a physician's certificate of physical fitness and shall notify the Board of her/his intent to return on or before March 1 to commence the beginning of the following year.
- 6-4.2 A teacher on parental leave may have the opportunity to substitute at the sole discretion of the Superintendent.
- 6-4.3 If the pregnancy is terminated before full term and birth of the child, the teacher may apply for termination leave. The return of the teacher to work prior to the beginning of the following school year or prior to the originally planned date of return to work is at the sole discretion of the Superintendent.
- 6-4.4 In the event a teacher desires a leave of absence without pay for the purpose of adopting a child, the teacher shall first discuss this with the Superintendent in an effort to reach a mutually satisfactory date. All other provisions for the purpose of a leave for adoption shall correspond to a leave for maternity purposes. In the event the husband shall choose to remain at home to care for a new member of the family a parental leave shall be granted with the same provisions as the maternity leave.
- 6-5
- 6-5.1 A leave of absence for a period not to exceed two years may be granted for the purpose of serving the New Hampshire Education Association or the National Education Association. No more than two (2) persons in any one (1) year shall be granted a leave of absence under the above provision. Before returning to work the employee shall notify the Board of his/her intent to return on or before March 1 to commence at the beginning of the following school year.
- 6-5.2 All benefits to which a teacher was entitled at the time his/her leave of absence commenced, including unused accumulated Attendance Credits, shall be restored to him/her upon his/her return, providing that those benefits are not greater than the benefits currently being provided to teachers.
- 6-5.3 All requests for leaves of absence, other than sick leave, shall be in writing, and shall not be modified except in writing. The initial granting of a leave of absence as well as extensions or renewals shall be determined at the sole discretion of the Board upon the recommendations of the Superintendent. Other leaves of absence may be granted at the discretion of the Board.
- 6-6 Provisions of Article 6 shall be applied in a manner, which meets the minimum requirements of the Family and Medical Leave Act. A year for purposes of applying the Act shall begin on July 1 and continue until June 30<sup>th</sup>.

**ARTICLE 7  
INSURANCE PROVISIONS**

7-1

**MEDICAL INSURANCE**

The District shall continue to provide the medical insurance benefits according to the following terms.

- a) The District shall pay the share of any full time teacher who wishes to enroll in same, according to the following schedules:

SchoolCare/ CIGNA	# Enrolled	2007-2008	2008-2009	2009-2010
HMO	1 person	85%	85%	85%
HMO	2 person	80%	80%	80%
HMO	Family	80%	80%	80%
POS	1 person	85%	85%	85%
POS	2 person	75%	75%	75%
POS	Family	75%	75%	75%

The District shall no longer offer an indemnity plan, but to those employees who were participants prior to this change, they will be grandfathered to continue to receive the 2-person indemnity plan with the District paying 76% of that plan in 2004-2005, 73% of that plan in 2005-2006, and 70% of that plan in 2006-2007.

The District shall contribute \$400.00 to a Flexible Spending Account (Section 125 Cafeteria Plan) for any teacher enrolling in one of the medical plans outlined above.

- b) The District shall pay any full time teacher who does not enroll in any of the Medical Plans outlined in a) above \$1,000. The payment of the \$1,000 shall be made on or about June 15<sup>th</sup> of each contract year after the teacher has completed the full contract year and has not received any medical benefits.
- c) Any teacher employed after July 1, 1993 as a 0.6 time or above is eligible for insurance benefits as specified on this agreement on a pro-rated basis.
- d) Teachers employed prior to June 30, 1993 will be eligible for full insurance benefits as specified in this agreement provided they remain employed a minimum of 0.6 time.
- e) A health insurance committee will be formed to study, review and monitor existing and alternative health insurance plans that deliver health services to employees in the most cost-effective manner. This committee, by June 30, 2009, shall issue a report that includes findings and recommends changes to existing insurance options. The committee's recommendations shall not be binding upon the School Board or the Association. The committee will include three representatives of the Association and three representatives of the School Board/administration.

7-2

**LIFE INSURANCE**

The District shall provide life insurance of \$40,000 and accidental death and dismemberment benefits as detailed in Appendix A.

7-3

**DENTAL**

- a) The District shall pay 100% of the cost for individual dental insurance for each member of the bargaining unit for those wishing to enroll in same.
- b) The two-person or family dental option may be selected provided:
- (1) 75% of those eligible agree to participate
  - (2) The employee pays the additional premium through payroll deduction

**ARTICLE 8  
SALARIES**

8-1 Salary Schedules

**JAFFREY-RINDGE EDUCATION ASSOCIATION SALARY SCHEDULE  
2007-2008**

<b>STEP</b>	<b>N</b>	<b>B</b>	<b>B15</b>	<b>B30</b>	<b>B45</b>	<b>M</b>	<b>M15</b>	<b>M30</b>	<b>M45</b>
1	29,750	29,750	30,553	31,378	32,225	33,095	33,989	34,907	35,849
2	30,434	30,434	31,256	32,100	32,967	33,857	34,771	35,710	36,674
3	31,134	31,134	31,975	32,838	33,725	34,635	35,571	36,531	37,517
4	31,850	31,850	32,710	33,593	34,500	35,432	36,389	37,371	38,380
5	32,583	32,583	33,463	34,366	35,294	36,247	37,226	38,231	39,263
6	33,332	33,332	34,232	35,157	36,106	37,081	38,082	39,110	40,166
7	34,099	34,099	35,020	35,965	36,936	37,933	38,958	40,010	41,090
8	34,883	34,883	35,825	36,792	37,786	38,806	39,854	40,930	42,035
9	35,686	35,686	36,649	37,639	38,655	39,698	40,770	41,871	43,002
10	36,506	36,506	37,492	38,504	39,544	40,612	41,708	42,834	43,991
11	37,346	37,346	38,354	39,390	40,453	41,546	42,667	43,819	45,002
12	38,205	38,205	39,236	40,296	41,384	42,501	43,649	44,827	46,038
13	39,084	39,084	40,139	41,223	42,336	43,479	44,653	45,858	47,096
14	39,983	39,983	41,062	42,171	43,309	44,479	45,680	46,913	48,180
15	40,902	40,902	42,006	43,141	44,305	45,502	46,730	47,992	49,288
16	41,843	41,843	42,973	44,133	45,324	46,548	47,805	49,096	50,421
17	43,465	43,465	44,656	45,885	47,155	48,464	49,814	51,208	52,648
18	44,400	44,400	45,622	46,881	48,182	49,524	50,910	52,339	53,814
19	45,127	45,127	46,372	47,656	48,981	50,349	51,760	53,218	54,721
20	46,022	46,022	47,266	48,550	49,876	51,244	52,655	54,111	55,611
21	47,124	47,124	48,402	49,720	51,080	52,485	53,934	55,429	56,973
22	48,159	48,159	49,437	50,757	52,116	53,521	54,970	56,466	58,009
23	49,195	49,195	50,473	51,790	53,151	54,557	56,005	57,501	59,040
24	50,279	50,279	51,518	52,826	54,186	55,592	57,041	58,537	60,082
25	50,376	50,376	51,616	54,075	55,435	56,840	58,289	59,785	61,330
26	50,474	50,474	51,713	54,173	55,532	56,938	58,387	59,884	61,428
27	50,571	50,571	51,812	54,270	55,631	57,036	58,484	59,981	61,525
28	50,669	50,669	51,909	54,369	55,728	57,134	58,584	60,079	61,623
29	50,766	50,766	52,007	54,466	55,826	57,232	58,681	60,177	61,720
30	50,866	50,866	52,104	54,564	55,924	57,329	58,779	60,275	61,819
31	50,963	50,963	52,202	54,662	56,022	57,427	58,876	60,372	61,917
32	51,094	51,094	52,301	54,761	56,120	57,525	58,974	60,470	62,014
33	51,159	51,159	52,398	54,858	56,218	57,624	59,073	60,567	62,112
34	51,257	51,257	52,497	54,946	56,316	57,721	59,170	60,666	62,209
35	51,355	51,355	52,594	54,999	56,413	57,819	59,268	60,764	62,308
36	51,452	51,452	52,692	55,151	56,511	57,916	59,365	60,861	62,405
37	51,550	51,550	52,790	55,249	56,609	58,015	59,463	60,959	62,503
38	51,647	51,647	52,888	55,347	56,707	58,112	59,561	61,056	62,600
39	51,745	51,745	52,985	55,445	56,804	58,210	59,659	61,155	62,699
40	51,843	51,843	53,083	55,542	56,902	58,308	59,756	61,253	62,797
41	51,941	51,941	53,181	55,640	56,999	58,405	59,854	61,351	62,895

**JAFFREY-RINDGE EDUCATION ASSOCIATION SALARY SCHEDULE  
2008-2009**

<b>STEP</b>	<b>N</b>	<b>B</b>	<b>B15</b>	<b>B30</b>	<b>B45</b>	<b>M</b>	<b>M15</b>	<b>M30</b>	<b>M45</b>
1	30,750	30,750	31,580	32,433	33,309	34,208	35,132	36,080	37,054
2	31,457	31,457	32,307	33,179	34,075	34,995	35,940	36,910	37,907
3	32,181	32,181	33,050	33,942	34,858	35,800	36,766	37,759	38,778
4	32,921	32,921	33,810	34,723	35,660	36,623	37,612	38,627	39,670
5	33,678	33,678	34,587	35,521	36,480	37,465	38,477	39,516	40,583
6	34,453	34,453	35,383	36,338	37,319	38,327	39,362	40,425	41,516
7	35,245	35,245	36,197	37,174	38,178	39,209	40,267	41,354	42,471
8	36,056	36,056	37,029	38,029	39,056	40,110	41,193	42,306	43,448
9	36,885	36,885	37,881	38,904	39,954	41,033	42,141	43,279	44,447
10	37,733	37,733	38,752	39,799	40,873	41,977	43,110	44,274	45,469
11	38,601	38,601	39,643	40,714	41,813	42,942	44,102	45,292	46,515
12	39,489	39,489	40,555	41,650	42,775	43,930	45,116	46,334	47,585
13	40,397	40,397	41,488	42,608	43,759	44,940	46,154	47,400	48,679
14	41,326	41,326	42,442	43,588	44,765	45,974	47,215	48,490	49,799
15	42,277	42,277	43,418	44,591	45,795	47,031	48,301	49,605	50,944
16	43,249	43,249	44,417	45,616	46,848	48,113	49,412	50,746	52,116
17	44,113	44,113	45,243	46,403	47,594	48,818	50,075	51,366	52,691
18	45,735	45,735	46,926	48,155	49,425	50,734	52,084	53,478	54,918
19	46,670	46,670	47,892	49,151	50,452	51,794	53,180	54,609	56,084
20	47,397	47,397	48,642	49,926	51,251	52,619	54,030	55,488	56,991
21	48,292	48,292	49,536	50,820	52,146	53,514	54,925	56,381	57,881
22	49,394	49,394	50,672	51,990	53,350	54,755	56,204	57,699	59,243
23	50,429	50,429	51,707	53,027	54,386	55,791	57,240	58,736	60,279
24	51,465	51,465	52,743	54,060	55,421	56,827	58,275	59,771	61,310
25	52,549	52,549	53,788	55,096	56,456	57,862	59,311	60,807	62,352
26	52,646	52,646	53,886	56,345	57,705	59,110	60,559	62,055	63,600
27	52,744	52,744	53,983	56,443	57,802	59,208	60,657	62,154	63,698
28	52,841	52,841	54,082	56,540	57,901	59,306	60,754	62,251	63,795
29	52,939	52,939	54,179	56,639	57,998	59,404	60,854	62,349	63,893
30	53,036	53,036	54,277	56,736	58,096	59,502	60,951	62,447	63,990
31	53,136	53,136	54,374	56,834	58,194	59,599	61,049	62,545	64,089
32	53,233	53,233	54,472	56,932	58,292	59,697	61,146	62,642	64,187
33	53,364	53,364	54,571	57,031	58,390	59,795	61,244	62,740	64,284
34	53,429	53,429	54,668	57,128	58,488	59,894	61,343	62,837	64,382
35	53,527	53,527	54,767	57,216	58,586	59,991	61,440	62,936	64,479
36	53,625	53,625	54,864	57,269	58,683	60,089	61,538	63,034	64,578
37	53,722	53,722	54,962	57,421	58,781	60,186	61,635	63,131	64,675
38	53,820	53,820	55,060	57,519	58,879	60,285	61,733	63,229	64,773
39	53,917	53,917	55,158	57,617	58,977	60,382	61,831	63,326	64,870
40	54,015	54,015	55,255	57,715	59,074	60,480	61,929	63,425	64,969
41	54,113	54,113	55,353	57,812	59,172	60,578	62,026	63,523	65,067

**JAFFREY-RINDGE EDUCATION ASSOCIATION SALARY SCHEDULE  
2009-2010**

<b>STEP</b>	<b>N</b>	<b>B</b>	<b>B15</b>	<b>B30</b>	<b>B45</b>	<b>M</b>	<b>M15</b>	<b>M30</b>	<b>M45</b>
1	31,750	31,750	32,607	33,488	34,392	35,320	36,274	37,253	38,259
2	32,480	32,480	33,357	34,258	35,183	36,133	37,108	38,110	39,139
3	33,227	33,227	34,124	35,046	35,992	36,964	37,962	38,987	40,039
4	33,992	33,992	34,909	35,852	36,820	37,814	38,835	39,884	40,960
5	34,773	34,773	35,712	36,676	37,667	38,684	39,728	40,801	41,902
6	35,573	35,573	36,534	37,520	38,533	39,573	40,642	41,739	42,866
7	36,391	36,391	37,374	38,383	39,419	40,484	41,577	42,699	43,852
8	37,228	37,228	38,233	39,266	40,326	41,415	42,533	43,681	44,861
9	38,085	38,085	39,113	40,169	41,253	42,367	43,511	44,686	45,893
10	38,960	38,960	40,012	41,093	42,202	43,342	44,512	45,714	46,948
11	39,857	39,857	40,933	42,038	43,173	44,339	45,536	46,765	48,028
12	40,773	40,773	41,874	43,005	44,166	45,358	46,583	47,841	49,132
13	41,711	41,711	42,837	43,994	45,182	46,402	47,654	48,941	50,263
14	42,670	42,670	43,823	45,006	46,221	47,469	48,751	50,067	51,419
15	43,652	43,652	44,830	46,041	47,284	48,561	49,872	51,218	52,601
16	44,656	44,656	45,862	47,100	48,372	49,678	51,019	52,396	53,811
17	45,679	45,679	46,847	48,046	49,278	50,543	51,842	53,176	54,546
18	46,543	46,543	47,673	48,833	50,024	51,248	52,505	53,796	55,121
19	48,165	48,165	49,356	50,585	51,855	53,164	54,514	55,908	57,348
20	49,100	49,100	50,322	51,581	52,882	54,224	55,610	57,039	58,514
21	49,827	49,827	51,072	52,356	53,681	55,049	56,460	57,918	59,421
22	50,722	50,722	51,966	53,250	54,576	55,944	57,355	58,811	60,311
23	51,824	51,824	53,102	54,420	55,780	57,185	58,634	60,129	61,673
24	52,859	52,859	54,137	55,457	56,816	58,221	59,670	61,166	62,709
25	53,895	53,895	55,173	56,490	57,851	59,257	60,705	62,201	63,740
26	54,979	54,979	56,218	57,526	58,886	60,292	61,741	63,237	64,782
27	55,076	55,076	56,316	58,775	60,135	61,540	62,989	64,485	66,030
28	55,174	55,174	56,413	58,873	60,232	61,638	63,087	64,584	66,128
29	55,271	55,271	56,512	58,970	60,331	61,736	63,184	64,681	66,225
30	55,369	55,369	56,609	59,069	60,428	61,834	63,284	64,779	66,323
31	55,466	55,466	56,707	59,166	60,526	61,932	63,381	64,877	66,420
32	55,566	55,566	56,804	59,264	60,624	62,029	63,479	64,975	66,519
33	55,663	55,663	56,902	59,362	60,722	62,127	63,576	65,072	66,617
34	55,794	55,794	57,001	59,461	60,820	62,225	63,674	65,170	66,714
35	55,859	55,859	57,098	59,558	60,918	62,324	63,773	65,267	66,812
36	55,957	55,957	57,197	59,646	61,016	62,421	63,870	65,366	66,909
37	56,055	56,055	57,294	59,699	61,113	62,519	63,968	65,464	67,008
38	56,152	56,152	57,392	59,851	61,211	62,616	64,065	65,561	67,105
39	56,250	56,250	57,490	59,949	61,309	62,715	64,163	65,659	67,203
40	56,347	56,347	57,588	60,047	61,407	62,812	64,261	65,756	67,300
41	56,445	56,445	57,685	60,145	61,504	62,910	64,359	65,855	67,399
42	56,543	56,543	57,783	60,242	61,602	63,008	64,456	65,953	67,497

The schedule for payment of co-curricular activities is set forth as follows. Activities can be added or removed at the discretion of the Superintendent, School Board, or Building Principal. The payment in the following formula is understood to be per individual, not per activity. Activities followed by (2) generally have two leaders per group. The principal may decide to have more than one fully paid leader as the activity or size of group dictates. If two or more teachers wish to share leadership where one leader is called for, this may be done with the prior consent of the building principal and the Jaffrey-Rindge Education Association. Payment will be according to the following formula:

Pay = MTG/WK x WK/YR x BASE + EQUIPMENT RESPONSIBILITY  
 Equipment Responsibility = BASE PAY for Clubs

2x BASE PAY for Elementary Sports  
 3x BASE PAY for Middle School Sports  
 4x BASE PAY for High School Sports

If the season is extended due to championship competition, additional remuneration will be given according to the payment formula.

### CO-CURRICULAR ACTIVITIES

May include, but are not limited to, the following:

#### BASE PAY:

\$32.45 in 2007-2008

\$33.41 in 2008-2009

\$34.42 in 2009-2010

<u>Level</u>	<u>Activity</u>	<u>MTG/WK</u>	<u>WK/YR</u>
Elem.	Drama	1.5	20
Elem.	Band	1.5	25
Elem.	Odyssey of Mind	1.5	25
Elem.	Science Club	1	34
Elem.	Chorus	1.5	16
Elem.	Math Club	1.5	25
Elem.	Newspaper	1	38
Elem.	Garden Club	1	5
Elem.	Reading Club	1	5
Elem.	Art Club	1	24
Elem.	Yearbook	1	5
Elem.	Soccer	1	5
Elem.	Field Sports	1	5
Elem.	Young Musicians	1	14
Elem.	Student Council	1	30
Elem.	Softball	1	5
Elem.	Speedball/Soccer	1	5
Elem.	Board Games	1	5
Elem.	Cross Country Ski Club	1	5
Elem.	Field Hockey	1	10
Elem.	Sign Language	1	5
MS	Boys Soccer	3	7
MS	Girls Soccer	3	7
MS	Boys Basketball	4	10
MS	Girls Basketball	4	10
MS	Cross Country	3	7
MS	Yearbook	2	20

MS	General Clubs	1	10
MS	Track & Field	4	10
MS	Assistant Track & Field	3	10
MS	Student Council	1	37
MS	OM	1.5	25
MS	Newspaper	0.5	37
MS	Drama	2	20
MS	Drama Assistant	1	20
MS	School Store	0.75	37
MS	Math Club	1	20
MS	NHDI	0.5	32
MS	Debate Club	1	20
MS	Computer Club	1	20
MS	FCCL	1	37
HS	Senior Advisors (2)	0.75	37
HS	Junior Advisors (2)	0.75	37
HS	Sophomore Advisors (2)	0.5	37
HS	Freshman Advisors (2)	0.5	37
HS	Student Council	1	37
HS	Yearbook	1	37
HS	National Honor Society	0.5	37
HS	JV Girls Soccer	4	10
HS	Soccer	5	10
HS	Softball	5	10
HS	Freshman Basketball	5	14
HS	Boys V Basketball	6	14
HS	Girls V Basketball	6	14
HS	Boys JV Basketball	5	14
HS	Girls JV Basketball	5	14
HS	Baseball	5	10
HS	Cheerleading Basketball	5	14
HS	Field Hockey	5	10
HS	Swimming	5	14
HS	Cross Country	5	10
HS	Special Olympics	0.5	37
HS	Track	6	10
HS	Asst. Track	6	10
HS	Graduation Advisor	1	37
HS	OM Advisor	1	20
HS	FFA Advisor	1	37
HS	FCCL Advisor	1	37
HS	Drama Advisor	1	37
HS	JV Field Hockey	5	10
HS	Golf	5	8
HS	Indoor Track	6	14

8-3

**BUY BACK**

The Board agrees to buy back from teachers 50 years of age or older retiring from the profession any accumulated Attendance Credit up to one hundred ten (110) days at the teacher's per diem rate for the prior contract year and according to the following schedule:

<b>YEARS OF EXPERIENCE IN THE DISTRICT</b>	<b>PERCENTAGE OF SICK DAYS ALLOWED FOR BUY BACK</b>
25 YEARS	100%
20 YEARS	83.3%
15 YEARS	66.6%
10 YEARS	50%

The employee applying after October 15<sup>th</sup>, of the year preceding their retirement may receive this benefit one year after retirement. If the employee applies prior to October 15<sup>th</sup>, those benefits will be paid by the last day of the first month of the next fiscal year.

Individual requests for information regarding these credits may be obtained from the Business Office. Individuals will be notified by the District Office when they have used twelve (12) days in any given year and/or reached a zero balance.

For the purposes of this benefit:

(1) For employees initially employed by the District before July 1, 2007, "years of experience in the District" means years of at least 60%-time service in a position, regardless of whether it is in this bargaining unit.

(2) For employees initially employed by the District on or after July 1, 2007, "years of experience in the District" means years of at least 60%-time service in a position in this bargaining unit.

8-4 The District shall reimburse each member of the bargaining unit toward the cost of his/her recertification, criminal history check and Praxis examination a maximum of \$130 once every three years.

8-5 The District may offer summer contracts to those instructional personnel who choose to apply and whose applications are accepted by the Professional Educators Review Council.

All applications for a summer contract must be submitted to the Professional Educators Review Council by March 1<sup>st</sup>. Applicants shall be advised of the acceptance or rejection by April 15<sup>th</sup>. Guidelines for submitting applications are detailed in Appendix B.

Teachers hired to do curriculum work will be paid on a per diem rate based on their level on the salary schedule. Teachers hired to do summer contract work will be paid a per diem of the base pay.

8-5.1 A statement of credits toward movement on the salary scale will be issued to each teacher by November 1<sup>st</sup> of each contract year.

8-5.2 Staff Development hours accrued for re-certification will be issued in accordance with the Staff Development Handbook.

8-6 Teachers using their preparation periods to cover classes for absent colleagues will be compensated at the rate of \$15.00 per hour when a full day substitute is unavailable.

## ARTICLE 9 RIGHTS OF PARTIES

9-1 The Board agrees that the individual teacher shall have full freedom of association, self-organization, or the designation of representatives of his own choosing, to negotiate in respect to the term defined herein, and that he/she shall be free from interference, restraint or coercion by the Board, or its agents, in the designation of such representatives or in self-organization or in other concerted activities for the purpose of collective bargaining or other mutual aid or protection.

9-2 The Association and its representatives shall have the right to use school buildings and equipment at all reasonable hours for meetings or workshops or other Association business.

9-2.1 The Association will pay the District each year a sum equal to the cost of District supplies, which may be used.

9-3 Representatives of the Association and their affiliates shall be permitted to transact Association business on school property at all reasonable times provided that this shall not disrupt normal school operations.

- 9-4 At the beginning of every school year, the Association shall be granted a total of five (5) days at the Association's expense to be used by teachers who are officers or agents of the Association, such use to be at the discretion of the Association with substitute costs being shared by the Association and the District. The superintendent and principal will be notified no less than twenty-four (24) hours prior to the commencement of such leave.
- 9-5 The Association shall be notified of the formation of any district level standing or ad hoc committee upon which teachers will sit and the Association in collaboration with the administrators will identify and appoint interested teachers without regard to their membership status in the Association.
- 9-6 The Board agrees to make available minutes of Board meetings to each Association building representative and to the Association President.
- 9-7 The Superintendent agrees to make available to the Association a complete copy of the proposed administrative budget at the time it is presented publicly to the Board.

**ARTICLE 10  
MISCELLANEOUS PROVISIONS**

- 10-1 The parties agree that the provisions of this agreement are severable, and that if any provisions of the agreement or application thereof to any teacher or group of teachers shall be determined by a Court of competent jurisdiction to be contrary to law, then such provision or application thereof shall be severed from the agreement. In the event that a particular provision or application of the agreement is found contrary to law, the severance of that application or provision shall not affect the remaining portions of the agreement, but shall remain in effect and enforceable to the extent permitted by law. If permissible aspects of any State or Federal legislation affecting collective negotiations with school district employees come into conflict with the provisions of this agreement, the provisions of this agreement shall prevail to the extent permitted by law.
- 10-2 This agreement may not be modified, in whole or in part, by the parties, except by an instrument in writing, duly executed by both parties.
- 10-3 Whenever any notice is required to be given by either or the parties to this Agreement to the other, pursuant to the provisions of this Agreement, either party may do so by telegram, registered or certified mail, at the following addresses: If by Association, to Jaffrey-Rindge School Board, School Administrative Unit #47, 81 Fitzgerald Drive, Unit 2, Jaffrey, NH 03452. If by Board, to the President of the Association at his/her appropriate address as filed with the Board, or if he/she is unavailable to the registered agent of the Association at the address of the registered office of the corporation as filed with the Board.
- 10-4 Subsequent articles may be added by mutual consent.
- 10-5 **Quarterly Meetings**  
A committee will be established, consisting of the Association's negotiating team members together with the School Board negotiating team members to meet quarterly to discuss issues and concerns. It is understood that issues to be addressed include but are not limited to teacher assignment, time commitments for meetings, and class size/inclusion. The superintendent will be a consultant to the group.

**ARTICLE 11  
CALENDAR**

- 11-1 The calendar will consist of 186 days for teachers and nurses (180 school days and six workshop days). Teachers/Nurses new to the District will serve eight (8) workshop days. At least one of the six workshop days shall be planned by the District Professional Development Council or District Steering Committee.

The JREA will notify the Superintendent by January 1<sup>st</sup> of each year as to whether the State Teacher's Conference day of that calendar year will be a "no school" day.

A committee consisting of administrators and a teacher representative from each building will meet to review staff input of the proposed district calendar prior to and following the Tri-District calendar meetings. The proposed calendar shall be submitted to the School Board.

## ARTICLE 12 THE PROFESSIONAL EDUCATORS REVIEW COUNCIL

12-1 The Professional Educators Review Council shall function to review and recommend to the Board the following types of proposals:

- a) Peace Corps, Vista, or the National Teacher Corps
- b) Sabbatical leave
- c) Summer contract project

Upon rejection of any proposal, the Professional Educators Review Council shall advise the applicant relative to the reasons for the rejection and establish guidelines for resubmission if applicable.

12-2 Membership to the Professional Educators Review Council shall consist of the superintendent or his designee, two administrators, two Board members, Chairs of Curriculum, Professional Development, and Assessment and Evaluation Councils or their Designees, and four teachers (one representative from each building). All representatives shall be selected by the members of their constituent group by October 1<sup>st</sup> of the current school year. The Council Chairperson shall be selected by the above group.

## ARTICLE 13 REDUCTION IN FORCE

13-1 If it is necessary to reduce the number of professional teaching staff, the following procedure will be utilized:

13-1.1 As soon as a reduction in force is being considered by the School Board, the president of the Association shall be notified in writing, specifying the nature of the proposed reduction.

13-1.2 Reductions will first be accomplished by attrition: resignations, retirements, etc.

13-1.3 If more reductions in force are necessary, then teachers shall be laid off based on the following classification:

- a) Grades K-6
- b) Grades 7-8 (by endorsement area)
- c) Grades 9-12 (by endorsement area)
- d) Specialists, grades K-12 by the following subject areas:  
Art, music, physical education, library/media, industrial arts, home economics, guidance, nurse and reading specialist
- e) Special Education (by areas of endorsement)

Within these classifications, part-time non-continuing staff shall be laid off first, and then teachers with non-continuing contracts shall be laid off.

Then teachers with continuing contracts will be laid off in an order determined by cumulative evaluations. If evaluations are determined to be substantially equal, seniority (defined as cumulative time served in the district beginning with their date of hire) will be used as the secondary criteria.

13-1.4 Multiple Endorsements – A continuing contract teacher with multiple endorsements whose position or portion thereof is eliminated shall be offered a position in one or more of the classifications found in 13-1.3 where there is a non-continuing contract teacher. Said continuing contract teacher must have current endorsement in that area and the continuing contract teacher must have

served the District as a teacher for a minimum of one year in that alternative endorsement area(s) within the last five (5) years. If the teacher chooses not to accept the position offered in the alternative endorsement area, that teacher will be placed on the recall list as per 13-2.

- 13-1.5 Letters of Notification – Individuals who lose their positions through this Reduction in Force provision will be notified in writing that their non-renewal is due to a reduction in force.
- 13-2 Teachers shall be recalled in reverse order of layoff for any open position within the classification in which the layoff occurred.
  - 13-2.1 Laid off teachers shall be eligible for recall for a two-year period following their final date of employment.
  - 13-2.2 Teachers shall be responsible for notifying the Superintendent in writing of their current address. Recall notices shall be mailed certified, return receipt requested.
  - 13-2.3 Teachers shall have twenty (20) business days to respond to any recall notice. Failure to accept recall shall terminate the teacher's rights under this article.
  - 13-2.4 No new employees shall be hired for any vacancy within a classification while there are laid off personnel from those classifications available to fill those positions.

**DEFINITIONS:**

**FULL-TIME:** A person employed at or above 0.8 (80%), anything less than 0.8 (80%) will be considered part-time.

**DATE OF HIRE:** For purposes of this contract, date of hire shall be the date of School Board Action on the teacher's appointment to his/her position. If more than one teacher in a classification is affected, the order in which they appear in the official minutes shall be used to determine seniority (i.e., last listed in those minutes would be released first.)

**ARTICLE 14  
WORKING CONDITIONS**

- 14-1 **DUTY FREE LUNCH** - A daily, uninterrupted duty-free lunch period at least equal to the time of the students' lunch period will be scheduled for each teacher.
- 14-2 **LENGTH OF DAY** - Length of the teacher's day shall be addressed in each faculty handbook.
- 14-3 **PLANNING TIME** – Each full time teacher will have a minimum of 180 minutes of planning time per each six-day cycle. For part time teachers, planning time will be prorated.
- 14-4 **CLASS SIZE** – Class size shall be established in accordance with School Board policy. The Board agrees not to change its class size policy for the duration of this contract without notification and input from the Association.
- 14-5 The District shall make reasonable efforts to issue contracts to teachers by May 15 each year. Teachers shall return signed contracts to the superintendent or the superintendent's designee within 21 days of their issuance; if the signed contract is not returned by that date, the teacher will be deemed to have resigned and the position shall be deemed vacant.”
- 14-6 All proposals for job sharing shall be submitted to the Chairman of the School Board. Applications shall be submitted prior to February 15 of each contract year.

- 14-7 REASSIGNMENT - Assignments/transfers in the district will be done in the best interest of the students, teachers, and school district in accordance with the following.
- 14-7.1 Principals have responsibility for the assignment of staff within the school building and assignments should be made prior to the beginning of school year. The principals shall first seek volunteers for the assignment(s) and involuntary assignment(s) will be avoided whenever possible.
  - 14-7.2 Assignments/transfers between buildings shall be made by the School Board with the acknowledgement of the teacher(s) involved. The School Board shall first seek volunteers for the transfer(s). If an involuntary transfer is required and directed by the School Board, it shall require that the teacher be certified and qualified for the position.
  - 14-7.3 All staff members who have been involuntarily transferred may resign without prejudice.

## ARTICLE 15 EVALUATION OF TEACHERS

- 15-1 Evaluation of all teachers shall be conducted in accordance with the procedures in the School District's Supervision and Evaluation Plan. The School Board agrees not to change the procedures in the Supervision and Evaluation Plan without notification and input from the Association. Performance criteria and work expectations will be applied consistently.
- 15-1.1 During the first month of school, the principal shall inform teachers new to the District of the School Supervision and Evaluation Plan.
  - 15-1.2 After three consecutive years of teaching in the district under a part-time or full-time contract, a teacher is eligible for a continuing contract. Teachers who have been on a continuing contract in another New Hampshire district are eligible to be placed on continuing contract for the Jaffrey-Rindge Cooperative School District after their second consecutive year, and must be notified of such by April 15<sup>th</sup> of that year.
  - 15-2.1 If the principal determines that a deficiency in performance exists that could result in termination of employment or other disciplinary action, the staff member shall be notified in writing by the principal. Deficiencies should be clearly identified with suggestions for correction stated. A staff member on Track I should then have a reasonable time to correct the deficiency prior to non-renewal. A staff member on Track II should then have a reasonable time to correct the deficiency prior to placement on Track III of the Supervision and Evaluation Plan. Any staff member is entitled to have a representative present during any meeting to discuss an adverse evaluation.
  - 15-2.2 A teacher being placed on Track III shall be notified in writing by April 15<sup>th</sup>. The principal and teacher should cooperatively develop and agree to an improvement plan. The plan should include expectations for overall improvement, identification of specific areas of weakness, schedule of observations and conferences, identification of strengths and contain suggestions for improvements.
  - 15-2.3 In addition to the primary and secondary evaluators assigned by the superintendent, a teacher about to be placed on Track III of the Supervision and Evaluation Plan may request that an additional administrator serve as an evaluator. This administrator is to be mutually agreed upon by both the teacher and the primary evaluator.
  - 15-2.4 Upon the recommendation of the superintendent, the School Board reserves the right to withhold the salary increase of any employee placed on Track III under

the Supervision and Evaluation Plan, provided that the procedures in the Supervision and Evaluation Plan are followed.

**ARTICLE 16  
STAFF DEVELOPMENT**

- 16-1 The District recognizes the importance of continued professional development and agrees to fund the District Staff Development Plan as approved by the State of New Hampshire Department of Education.
- 16-2 All activities not sponsored by the District must be pre-approved by the educator's supervisor and must align themselves with District and/or school goals or the individual's Professional Growth Plan. Prior approval by the administrator is required to receive reimbursement for any conference, workshop, college course or other legitimate professional development expenses as defined in the District Professional Development Master Plan.
- 16-3 All reimbursements are subject to the availability of funds.
- 16-4 Each year the budget total is \$38,000; however, if the entire budget total is used in one year, the budget total shall increase by \$1,000 the following year. Reimbursement will be made on a first come basis based on 100% of actual cost up to a maximum of \$1,000 per year.

**ARTICLE 17  
DURATION OF AGREEMENT**

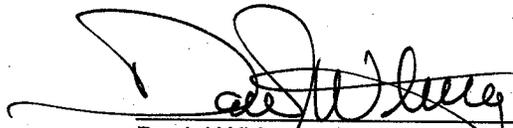
This Agreement shall become effective on July 1, 2007 and shall continue in effect until June 30, 2010.

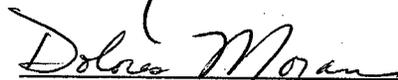
Signed:

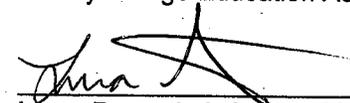
4/18/07  
Date

4/13/07  
Date

4/13/07  
Date

  
\_\_\_\_\_  
Daniel Whitney, Chair  
Jaffrey-Rindge School Board

  
\_\_\_\_\_  
Dolores Moran, Co-President  
Jaffrey-Rindge Education Association

  
\_\_\_\_\_  
Laura Rosenthal, Co-President  
Jaffrey-Rindge Education Association

## APPENDIX A

### GROUP TERM LIFE INSURANCE, ACCIDENTAL DEATH AND DISMEMBERMENT BENEFITS, AND LONG-TERM DISABILITY SCHEDULE OF BENEFITS

**CLASS:** All Eligible Employees

**Life Insurance:** \$40,000

**Accidental Death & Dismemberment Benefits:** Life insurance and AD&D benefits will terminate at age 70

**Long-Term Disability Benefits:** All permanent active full-time employees of Jaffrey-Rindge School District who are under the limiting age.

**Limiting Age:** 70 years

**Individual Eligibility Date:** The date on which you enter an eligible class.

**Basis of Insurance:** The date on which you enter an eligible class.

**Participant Employer Effective Date:** March 1, 1980

**Qualifying Period:** The first three (3) months of any one period of total disability.

**Pre-existing Conditions Limitation:** Either a Treatment Free Period of three (3) months or a Period of Coverage of twelve (12) months.

**Earnings Factor:** 66 <sup>2</sup>/<sub>3</sub>%

**Maximum Monthly Benefit:** \$3,000.00

**Calculation of Monthly Benefit:**

As used in the following calculation:

"Monthly Income" means the sum of your monthly rate of basic earnings and the amount, if any, of monthly disability or retirement benefits, which are being paid to you on the date you become totally disabled, exclusive of disability or retirement benefits provided under the participant employer's employee benefit plan or under any individual policy issued to you.

1. Multiply your monthly income by the earnings factor shown above. Carry forward the lesser of (A) the product, or (B) the maximum monthly benefit shown above.
2. From the amount carried forward from Item 1., subtract:
  - (a) "Other Income Benefits", including those for which you may be eligible but have failed to apply for which would be payable for the same monthly period, and
  - (b) That portion of income received from any rehabilitative employment as determined in accordance with the "Rehabilitation Provision" appearing in this booklet, and
  - (c) The amount of all other income received for the same monthly period from any employer or from any occupation for remuneration or profit.

If benefits are payable for a period of total disability which is less than a full month, the benefit payable for such period will be 1/30 of the monthly benefit times the number of days of total disability within such period.

Other Income Benefits shall include the following:

1. Disability or retirement benefits provided for under any group insurance or pension plan.
2. Disability, retirement or unemployment benefits provided under any law of a government.
3. Disability, unemployment, retirement, pension or annuity benefits provided under any plan or arrangement of coverage, whether insured or not, which is made available as a result of employment by or association with the participant employer or as a result of membership in or association with any group, association, union, or other organization. Other income benefits will include benefits to which your dependents are entitled by reason of your disability or retirement under the Federal Social Security Act.

Other income benefits will include both temporary disability benefits and permanent disability benefits provided for under any worker's compensation law or any other similar law.

Other income benefits will include all worker's compensation benefits, which you received at any time and also any worker's compensation act benefits to which you would be entitled in the absence of any recovery of damages or a settlement from a third party by you, your employer and any workers' compensation carrier.

The insurance company may make a retroactive allocation of any retroactive other income benefit payment.

## APPENDIX A (CONT'D)

### NORTHEAST DELTA DENTAL INSURANCE

**ELIGIBILITY:** One Person – Employee Only

**MINIMUM WAITING PERIOD:** New employees, hired after the original effective date, may not become eligible until the first day of the month following a minimum of 30 days of continuous employment.

**DEDUCTIBLE:** \$0

#### **BASIC COVERAGE**

COVERAGE A: 100% PAID BY COMPANY

##### **DIAGNOSTIC:**

Initial examination

Examinations once in a six (6) month period

X-rays (full mouth)

Panorex X-rays once in a three (3) year period

Bitewing X-rays once each twelve (12) month period

X-rays of individual teeth as necessary

##### **PREVENTATIVE:**

Cleanings once in a six (6) month period

Fluoride once in a twelve (12) month period to age 19

Space maintainers

COVERAGE B: 80% PAID BY COMPANY

##### **RESTORATIVE:**

Fillings

##### **ORAL SURGERY:**

Extractions and other surgical procedures

##### **ENDODONTICS:**

Root canal therapy

##### **PERIODONTICS:**

Treatment of gum disease

\*Periodontical prophylaxis (cleaning)

##### **DENTURE REPAIR:**

Repair of removable denture

Emergency Treatment

COVERAGE C: 50% PAID BY COMPANY

\*\*Bridges

\*\*Complete and Partial Dentures

Restorative crowns; onlays

Covered services only when tooth cannot adequately be restored with amalgam, acrylic, or silicate fillings:  
Rebase and relin of dentures.

\*Note: Only one cleaning is covered in a six (6) month period. This can be routine (Coverage A) or periodontal, but not both.

\*\*Note: Full contract benefits will be provided for the replacement of teeth missing prior to the effective date of coverage.

Contract Year Maximum: \$750.00

Family or 2 Persons Option:

Dental coverage will be available, upon the request of the employee, on a two (2) persons or family level provided:

1. The employee pays the difference between the single coverage paid by the employer and the two (2) persons or family rate.
2. Such payments shall be made through payroll deductions.
3. At least 75% of the employees eligible for such coverage must participate.

## APPENDIX B

### SUMMER CONTRACTS

#### **SECTION A**

All proposals shall:

1. Be submitted no later than March 1<sup>st</sup> to your building principal.
2. Be typewritten.
3. Include a statement of purpose. (Proposals enhance and/or improve existing curriculum.)
4. Include description of how the project relates to the District Curriculum Standards and Student Proficiencies and State the Standard and Proficiency.
5. Include a description of the project.
6. Include a method of evaluation.
7. Include amount of time, money and individual(s) involved. Rate: per diem of base pay.
8. Cost of materials.
9. If more than one project is submitted, teachers should prioritize their requests.
10. Applicants shall be advised of the acceptance or rejection by April 15<sup>th</sup>.

Projects will be reviewed and approved by the Professional Educator's Review Council. Information regarding Summer Projects shall be distributed to the staff by the building principals no later than February 1<sup>st</sup>.

The finished project will be submitted to the building principal for his/her approval. Upon acceptance the building will fill out the miscellaneous pay form and submit it to the Office of the Superintendent for payment. All projects must be completed by September 15<sup>th</sup> of the year they are accepted to receive compensation.

Any and all completed projects may be reviewed by the School Board, at its request.

#### **SECTION B**

The budgetary allotment for summer contracts is \$12,000 per year.

## APPENDIX C

### SICK BANK

#### **CRITERIA FOR USE OF SICK DAY BANK**

1. Employees must have exhausted all of their own accumulated sick days.
2. Employees must provide satisfactory medical documentation of their or family member's disability or illness to the JREA Review Board.
3. Work related accidents are excluded from use of the bank.
4. A waiting period of thirty (30) calendar days (not school days) is required from the time of diagnosis of initial illness or disability.
5. An employee may draw up to sixty (60) days for personal illness/disability and up to thirty (30) days for immediate family illness/disability from the bank in any one (1) school calendar year.
6. The sick day bank can be used only for illness or disability of a district employee or their immediate family members.

Immediate family shall be interpreted as spouse of the employee and employee's or spouse's mother, father, brother, sister, children, grandchildren and grandparents or any person with whom the employee currently makes his/her home and step-children.

#### **SICK BANK APPLICATION PROCEDURE**

1. Employee must submit a written request to the President of JREA, which should include satisfactory medical documentation of the illness or disability.
2. The JREA Review Board which consists of the President, Vice President, (or Co-Presidents) and one (1) designated member-at-large known as the Sick Bank Coordinator, will make a decision within two (2) weeks.
3. Additional medical documentation may be requested.
4. All information and records will be treated confidentially.
5. The Association will review the Sick Bank records with the District on an annual basis.
6. A member of the sick bank who has been denied their request may appeal the decision.
7. The appeal will be reviewed by three (3) alternate JREA members.